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S/S

10 APR 1974

MEMORANDUM FOR THE RECORD

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SUBJECT: Discussion with [REDACTED] re Positions in NPIC/B&F

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1. [REDACTED] came up to my office on the 2nd of April to bring me up to date on matters affecting the NPIC/B&F and to discuss a proposal relating to the NPIC "Upward Mobility Program".

2. Carroll told me that PMCD had completed its review of the NPIC/B&F shop and although Carroll had requested that the GS-11 job there be upgraded to GS-12, the PMCD report was quite the opposite. PMCD recommended that the budget officer's job be downgraded from GS-13 to GS-12, that the GS-11 job remain at that level and that the GS-07 job be downgraded to GS-06.

3. Carroll explained that PMCD took the position that the top job was not worth a GS-13 because all of the budgeting responsibilities rested with the NPIC Plans Group. NPIC/B&F had the responsibility for budget execution only. Carroll was disappointed that the GS-11 job was not upgraded but did not see any way that he could fight the PMCD position on this matter. However, the GS-07 position downgrading was another matter. Carroll intends to realign some of the duties with NPIC/B&F in order to document and substantiate the GS-07 position.

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4. Carroll asked for Office of Finance agreement in concurring with the PMCD proposal to reduce the top B&F job to a GS-12. After discussing the matter with Mr. [REDACTED] I called Carroll today and told him that we would go along with whatever position he wanted to take on this matter. However, we told him that we strongly felt that in order for him to accomplish the goals he has set out for himself, i.e., to get the budgeting function back as a support responsibility, that he would need a man at the GS-13 level. I told him that we had such a man for him, a man who is dynamic, creative, innovative and brash in the person of [REDACTED]. I told Carroll that if he was successful at retaining the GS-13 position that we would make Bob available to NPIC upon completion of his tour in [REDACTED].

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5. Regarding the NPIC "Upward Mobility Program" -- Carroll was informed that the Office of Finance would gladly agree to participate in the following program:

(A) NPIC Support Staff to identify specific B&F functions to be performed by Black NPIC employees.

(B) That the Office of Finance participate in developing the functions to be performed by this employee.

(C) That the Office of Finance participate in selecting the individual to perform the duties developed.

(D) After the individual selected has performed his assigned duties in a successful manner (as determined by the NPIC Evaluation Systems) for a period of one year, the Office of Finance would agree to pick up this man and assign him to duties within the Office of Finance.

(E) The matter of grade level that we would be interested in is subject to further discussion. We would agree to bringing a NPIC man on board at the GS-04 or -05 level and possibly at the -06 level.

6. Carroll thanked me for our efforts and suggestions and said that he would give consideration to appealing the grade of the NPIC/B&F Officer.



Executive Officer
Office of Finance

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